

Dept. of DOC-ASP (243) Facts – FY '12

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General Information

Address: 406 North High Street, Box 10
Anamosa, IA 52205

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 317	# PT EEs: 0	# Temporary EEs: 2	Average Length of Service: 14.72
Span of Control: 10.90		Total Unemployment Insurance Claims: N/A	

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	10	45-54	116	<25	0	45-54	15	# of Females:	62	# of Males:	255
25-34	57	55-64	55	25-34	1	55-64	9	% of WF:	19.56%	% of WF:	80.44%
35-44	75	65+	4	35-44	4	65+	0	Average Age:	46.34	Average Age:	45.18
Employee Average Age: 45.40				Supervisor Average Age: 50.98				Average Length of Service: 13.47		Average Length of Service: 15.02	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	18	# of Non-minorities:	297	# African-American:	9	# of "did not respond":	2
% of Workforce:	5.86%	% of Workforce:	93.69%	# Asian/Pacific Island:	1	% of Workforce:	0.63%
Average Age:	38.78	Average Age:	45.82	# Am. Indian/Alaskan:	3	Average Age:	42.95
Average Length of Service:	7.24	Average Length of Service:	15.19	# Hispanic or Latino:	5	Average Length of Service:	12.75

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	6	# of Persons With No Disabilities:	251	# of "did not respond":	60
% of Workforce:	1.89%	% of Workforce:	79.18%	% of Workforce:	18.93%
Average Age:	51.12	Average Age:	44.56	Average Age:	48.35
Average Length of Service:	13.31	Average Length of Service:	13.68	Average Length of Service:	19.21

Officials/Administrators EEO Category 1: 13	Professionals EEO Category 2: 43	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 218
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 13	Skilled Craft EEO Category 7: 15	Service/Maintenance EEO Category 8: 11

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 11	Transfer In: N/A
Retirements: 6	All Terminations: 1	Voluntary Quits: 2	Transfer Out: N/A

# of Classes Used: 46	Most Populous Classes: Correctional Officer (182), Senior Correctional Officer (22), Correctional Counselor (15)		
Separations - By Class:	Correctional Counselor (3), Correctional Officer (3), 3 classes with 1 incumbent each		
# Eligible for Retirement:	51 Protect Serv 35 General - in next 5 yrs	% Eligible (Protective Serv): 23.39% % Eligible (General): 35.35%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$72,770.21	Sick Leave Payouts: \$11,727.33	Annual Payroll: \$18,477,996.25	Avg. Base Salary: \$54,177.11	Overtime Days Worked: 2,615.0
Overtime Cost: \$770,674.30	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,379,726.36	Vacation Days Earned: 6,377.1	Vacation Used Expense: \$1,324,680.89	Vacation Days Taken: 6,161.3	
Sick Leave Days Earned: 4,863.6	Reg. Sick Leave Used Expense: \$656,135.70	Reg. Sick Leave Days Used: 3,155.1	Converted Sick Leave To Vacation Days Used: 176.0	
Sick Leave -Earned Value: \$977,848.59		Avg. Sick Leave Days Per EE: 9.95	Converted Sick Leave To Vacation Used Expense: \$43,484.88	
Injury Leave Used Expense: \$1,421.97	Injury Leave Days Used: 7.1	Classification Appeals: N/A	Reclassifications Up (Filled): 2 Up (Vacant): 0 Down (Filled): 2 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$-1,830.40	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$51,642.97	Funeral Days Used: 239.7	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,763.76	Jury Leave Days Used: 7.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012